

Provisional Product List for NAICS 5613: Employment Services*

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Industry Subject Area	Working Group Code	Tri- lateral Detail	National Product Detail			English Title	English Definition	Product Exists in:			NAICS Industries Producing the Product			CPC Code
			Can	Méx	US			Can	Méx	US	Can	Méx	US	
5613	1.1	X				Permanent Placement	Recruiting, selecting and referring candidates to the client to fill positions on a permanent (indeterminate) basis. The services may include testing, interviewing, reference checking, evaluation and counseling of prospective employees. The service provider acts as an employment intermediary. The candidate is selected and hired by the client. Includes domestic and international job placements.	X	X	X	56131	56131	56131	85112
5613	1.1.1		X	X		Permanent Placement, Domestic	Recruiting, selecting and referring candidates to the client to fill positions on a permanent (indeterminate) basis. The services may include testing, interviewing, reference checking, evaluation and counseling of prospective employees. The service provider acts as an employment intermediary. The candidate is selected and hired by the client. This applies to domestic job placements.	X	X	X	56131	56131	56131	85112
5613	1.1.2		X	X		Permanent Placement, International	Recruiting, selecting and referring candidates to the client to fill positions on a permanent (indeterminate) basis. The services may include testing, interviewing, reference checking, evaluation and counseling of prospective employees as well as assistance with work visas, travel arrangements, health insurance, vaccinations, and interpreting the terms and conditions of employment. The service provider acts as an employment intermediary. The candidate is selected and hired by the client. This applies to international job placements.	X	X	X	56131	56131	56131	85112
5613	1.2	X				Contract Staffing	Finding individual contractors to fill positions on the basis of written contracts that stipulate the deliverables for which the client has contracted, as well as specific terms and conditions of employment. Under the terms of this agreement, the service provider has legal rights and duties with respect to the individual contractors. The individual contractors are normally responsible for their own payroll deductions and government filings.	X	X	X	56131	56132	56131	85112 8512 85121 85122 85123 85124 85129

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5613	1.3	X				Temporary Staffing	Supplying personnel for temporary work assignments. The temporary staffing firm hires its own employees and assigns them to clients to support or supplement the client's workforce in work situations such as employee absences, temporary skill shortages, seasonal workloads, and special assignments and projects. The employees are on the payroll of the temporary staffing firm which is legally responsible for their actions, but when working they are under the direct supervision of the client. The temporary staffing firm specifies the pay, benefits, etc. of the employee.	X	X	X	56132	56132	56132	8512 85121 85122 85123 85124 85129
5613	1.4	X				Long-Term Staffing [Payrolling]	Supplying personnel for extended work assignments. Under the terms of this arrangement, the client may recruit the person or persons hired by the staffing firm and assigned to their place of work, or transfer a portion of their existing workforce to the staffing firm. Long-term employees are placed on the payroll of the staffing firm, which is legally responsible for their actions, but when working they are supervised by the client. This service includes labor(US)/labour(CAN) leasing, staff leasing, employee leasing, extended employee staffing and payrolling. The services of Professional Employer Organizations (PEO's) are not included.	X	X	X	56132	56132	56132	8512 85121 85122 85123 85124 85129
5613	1.5	X				Temporary Staffing-to-Permanent Placement	Provision of personnel for temporary employment with the expectation of permanent work at the end of a trial period with the client. The employee remains on the payroll of the temporary help staffing firm until the hiring decision is made at which time he or she becomes an employee of the client or, if not, returns to the temporary help staffing firm. This service may include training, counseling, assessment, and resume upgrading.	X	X	X	56132	56132	56132	8512 85121 85122 85123 85124 85129
5613	1.6	X				Onsite Management of Temporary Help	Provision of personnel who, in the work area of the client, assign, coordinate, and monitor employees provided by the temporary help staffing firm. This service provides a single point of contact for the client. Activities include recruitment, testing, selection, training, reporting, and quality monitoring. Assignment of an onsite manager requires a request from the client.	X	X	X	56132	56132	56132	8512 85121 85122 85123 85124 85129

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5613	1.7					Co-employment Staffing	A staffing arrangement in which an organization [i.e. a Professional Employer Organization (PEO)] co-employs a client's workforce. The PEO and the client enter into a contractual agreement whereby the rights and responsibilities in respect of co-employees are shared or allocated, with the service provider assuming responsibility for certain activities as agreed with the client. These range from basic to full-service packages.	X		X	56133	56133 (si existiera el producto)	56133	?
5613	1.7.1	X				Co-employment Staffing with Payroll Services	A staffing arrangement in which an organization [i.e. a Professional Employer Organization (PEO)] co-employs a client's workforce. The PEO and the client enter into a contractual agreement whereby the rights and responsibilities in respect of co-employees are shared or allocated, with the service provider assuming responsibility for payroll-related activities such as payment of employee wages, maintenance of pay records, filing of government payroll forms, withholding of taxes and depositing of funds into government accounts, garnishing wages, paying unemployment insurance premiums, and administering worker's compensation. This is the basic co-employment product.	X		X	56133	56133 (si existiera el producto)	56133	?
5613	1.7.2	X				Co-employment Staffing with Payroll and Benefit Services	A staffing arrangement in which an organization [i.e. a Professional Employer Organization (PEO)] co-employs a client's workforce. The PEO and the client enter into a contractual agreement whereby the rights and responsibilities in respect of co-employees are shared or allocated, with the service provider assuming responsibility for payroll-related activities and the administration of benefits such as health, retirement, life, dental, supplementary health, and disability. This product does not include human resource functions.	X		X	56133	56133 (si existiera el producto)	56133	?

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5613	1.7.3	X				Co-employment Staffing with Payroll and Human Resource Services	A staffing arrangement in which an organization [i.e. a Professional Employer Organization (PEO)] co-employs a client's workforce. The PEO and the client enter into a contractual agreement whereby the rights and responsibilities in respect of co-employees are shared or allocated, with the service provider assuming responsibility for payroll-related activities and human resource functions such as counseling, personnel document preparation, employee assessment, training, regulatory compliance, and risk management. This product does not include employee benefits.	X		X	56133	56133 (si existiera el producto)	56133	?
5613	1.7.4	X				Co-employment Staffing with Payroll, Benefit, and Human Resource Services	A staffing arrangement in which an organization [i.e. a Professional Employer Organization (PEO)] co-employs a client's workforce. The PEO and the client enter into a contractual agreement whereby the rights and responsibilities in respect of co-employees are shared or allocated. The service provider assumes responsibility for payroll-related activities; the administration of benefits such as health, retirement, life, dental, supplementary health, and disability; and human resource functions such as counseling, personnel document preparation, employee assessment, training, regulatory compliance, and risk management. This is the full-service co-employment product.	X		X	56133	56133 (si existiera el producto)	56133	?
5613	1.8	X				On-line Job Listing Services	Soliciting and posting job openings to a website which may be known as a job board, job bank, recruiting site, directory, labor (US)/labour(CAN) exchange or employment registry. Organizations that post job listings to these sites are usually charged a fee, whereas job seekers usually have free access. These websites may include newsletters, referrals based on matching profiles or keywords, and access to training and employment-related services and programs, search engines and other resources.	X	X	X	514191 56131	514190 56131	514191 56131	85112 84300

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5613	1.9	X				On-line Resume Listing Services	Soliciting and posting resumes/vitae to a website which may be known as a job board, job bank, recruiting site, directory, labor(US)/labour(CAN) exchange or employment registry. Individuals who post resumes or vitae to these sites are not usually charged a fee; exceptions are on-line casting and talent search services that may charge for posting a vita or headshot. These websites may include job referrals based on matching profiles or keywords, access to training and employment-related services and programs, search engines, newsletters, and other resources.	X	X	X	514191 56131	514190 56131	514191 56131	85112 84300
5613	1.10	X				On-line Job Site Advertising Space, Sale	Sale of advertising space on internet job sites by the owner or operator of the site. Advertising in this medium consists mainly of announcements, splash pages, and logo buttons directed to individuals seeking jobs.	X	X	X	514191 54186	514190 54186	514191 54186	83620 84300
5613	1.11	X				On-line Job Site Memberships	Sale of memberships in an on-line job bank, job board, recruiting site, directory, labor exchange or employment registry for a set period of time. The membership level varies but usually includes job posting, resume searching, use of job tracking software, and access to statistical databases.	X	X	X	514191 56131	514190 56131	514191 56131	84300 95999
5613	1.12	X				On-line Employment Database Search Services	Enabling users to search resumes/vitae or job listings posted to a website. Searches can usually be conducted by function, industry, location, and date of resume posting using customized search engines.	X	X	X	56131	51419	56131	84300
5613	1.13	X				Employment-related Software, Sales	Sale of software designed for employment/job search. Includes software for interactive Internet recruiting, applicant tracking and applicant evaluation.	X	X	X	51121 541511	44312	51121 541511	62384
5613	1.14	X				Managed Services	Managing and/or operating an area or task for a client organization on an on-going basis, with or without the provision of operating staff. This service may include shipping and receiving, mail services, accounts payable, purchasing, food services, maintenance of facilities, records management, and other operations that support a client's business. Managed services are also known as outsourcing, office management, facilities support, facilities management, or project management services.	X	X	X	541513 56111 56132 72231	56111 56121	541513 56111 56132 72231	85990

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5613	1.15	X				Human Resource Consulting Services	Providing advice and assistance concerning policies and procedures relating to staffing and development, performance measurement, pay and benefits, internal communications, regulatory compliance, due diligence, labor relations, and other human resource issues, with reference to the strategic and operational objectives of the client.	X	X	X	54161 541612 54169 56131	54161 54169 56131	54161 541612 54169 56131	83113 85990
5613	1.16	X				Consulting Services, nec	Consulting services not directly related to human resource operations. Examples are information technology (IT) consulting, management consulting, and employment market consulting.	X	X	X	54151 541613 54169 56131 56132	54151 54161 54169 56131 56132	54151 541613 54169 56131 56132	831 83119
5613	1.17	X				Employee Evaluation Services	Screening and appraisal of the technical and psychometric skills of individuals considered for hiring, promotion and/or advancement by the client. This service is most frequently used as part of the hiring process. This service also includes fee-based computer software certification tests.	X	X	X	54161 56131 56132 61171	54161 56131 56132 61171	54161 56131 56132 61171	83113 85990
5613	1.18	X				Outplacement/Career Counseling	Assisting clients to deal with employee terminations in a fair, safe, and lawful manner and assisting client employees in making job and career changes. Employee assistance includes counseling, job search support, workshops, seminars and resume upgrading.	X	X	X	54161 54199 56131	54161 56131	54161 54199 56131	83113 85990
5613	1.19	X				Payroll Services	Calculation of employee hours worked, pay rates, deductions and other payroll-related data from clients and generates paychecks, payroll reports and tax filings.	X	X	X	5412 541214	54121	5412 541214	85990
5613	1.20	X				Executive/Retained Search	Identification and recruitment of potential job candidates. Preparation of a confidential list of highly qualified applicants which is presented to the client that makes the decision as to which candidate to hire. The search agency's fee is charged whether or not the candidate is hired. This product is also known as retained search and includes identification of persons for highly paid and highly visible positions. Examples include professionals in Information Technology (IT), law, finance, and executive assistants.	X	X	X	541612 56131	54161 56131	541612 56131	85111 85112
5613	1.21	X				Training Services	Instruction related to employment in such areas as computer-based skills, certification programs, skills upgrading, safety training and tutorials. This service is adjusted to the needs identified by the client.	X	X	X	56132 6114 6116	56132 61143 6116	56132 6114 6116	92900

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5613	1.22	X				Personal Background Checks	Investigation of the personal, academic, financial, and work history of candidates to be considered for hiring, promotion and/or advancement or those already employed by the client. This service is normally included as part of the hiring process. This product may be sold separately.	X	X	X	56145 5616	56145 5616	56145 5616	85210
5613	1.23	X				Medical Exams for Employment	Evaluation of the health of the candidate. Includes medical history, laboratory tests, and physical examinations. This product may be sold separately.	X	X	X	621	62111 62151	621	93121 93199

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